



Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Strategic Policy, Analysis, and Workplace Information Directorate**, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge**, add your name to our [mailing list](#).

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is listed below; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

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Government
of Canada

Gouvernement
du Canada

Canada

Wage Settlements

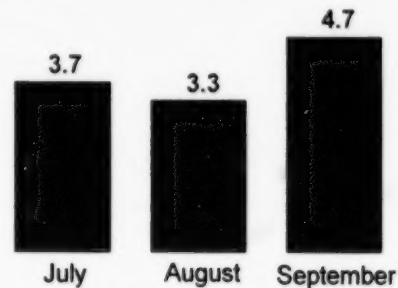
Covering 500 or More Employees

September 2007

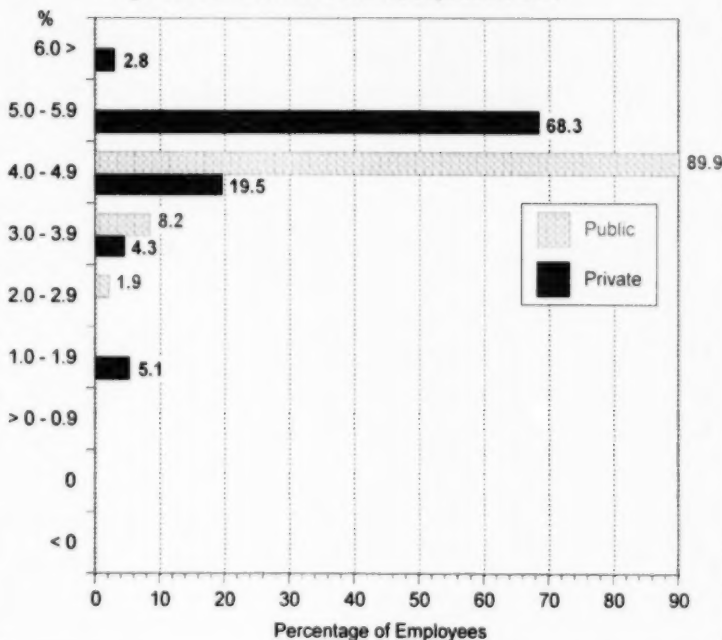
Base-rate wage adjustments from major collective bargaining settlements reached in September 2007 averaged 4.7% annually over the contract term; the results are based on a review of 22 major collective bargaining settlements covering 45,120 employees; public-sector wage increases averaged 4.4%, while those in the private sector averaged 5.1%.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.8%, lower than in their current settlements. Contract duration in September 2007 averaged 38.2 months, compared to 39.3 months in the previous round of settlements.

Percentage Wage Adjustments in Major Settlements by Month, 2007



Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, September 2007



The relatively high figure in September is due mainly to larger wage adjustments in Alberta settlements (averaging 5.0% for the month). Wage adjustments are historically closely linked to rates of inflation; the CPI in Alberta for September (4.6%) was higher than the national average of 2.5%. The labour market in Alberta is also very tight. Excluding Alberta, the remaining settlements in Canada recorded wage adjustments averaging 3.5% (compared to the 4.7% figure).

Wage adjustments in September settlements ranged from a low of 1.9%

for 890 retail employees with The Barn Markets in Ontario, up to a high of 9.4% for 500 construction employees with the Alberta Roadbuilders and Heavy Construction Association.

Wage gains in September were higher in the private sector than in the public sector. Public-sector wage increases averaged 4.4% for 27,550 employees in 14 agreements, while those in the private sector averaged 5.1% for 17,570 employees in 8 agreements.

On a jurisdiction basis, average wage adjustments in September were largest in Alberta at 5.0%. Average wage adjustments were smallest at 3.1% in Ontario. Both Saskatchewan and British Columbia recorded wage adjustments averaging 4.0%. There were no major settlements in other jurisdictions.

On an industry basis, the largest wage adjustment was in the construction sector at 5.6%. The lowest average adjustment was reported in the wholesale and retail trade sector at 1.9% (a single agreement, The Barn Markets in Ontario). The largest concentration of employees (44.9%) was in public administration (all in Alberta) where wage adjustments averaged 4.7%. The education, health and social services sector provided 7,280 employees in 7 agreements with wage adjustments of 3.7%.

Over 62% of employees covered in September settlements received increases in the 4.0 to 4.9% range; just under 10% of employees received wage adjustments below that range and approximately 28% of employees received adjustments of 5.0% and above.

Average Annual Percentage Wage Adjustments by Month

	2007		
	July	August	September
Sectors			
Public Sector	4.4	3.2	4.4
Private Sector	3.2	3.7	5.1
All Industries/Jurisdictions			
Average Annual Adjustment	3.7	3.3	4.7
Non-COLA	3.3	3.1	4.7
COLA	4.8	4.0	-
First-Year Adjustment	3.7	3.1	5.0
Non-COLA	3.2	3.0	5.0
COLA	4.8	3.6	-

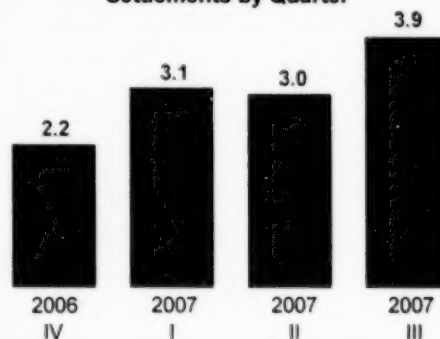
	2007		
	July	August	September
Industries			
Primary Industries	5.7	-	-
Utilities	4.6	3.0	4.4
Construction	3.2	3.2	5.6
Manufacturing	2.0	4.7	-
Wholesale and Retail Trade	-	-	1.9
Transportation	2.9	3.0	-
Information and Culture	2.0	-	-
Finance and Professional Services	2.6	-	-
Education, Health and Social Services	4.8	2.6	3.7
Entertainment and Hospitality	4.0	3.0	4.1
Public Administration	3.1	3.2	4.7
Jurisdictions			
Nova Scotia	-	2.9	-
Ontario	3.0	4.2	3.1
Manitoba	3.7	2.6	-
Saskatchewan	3.9	-	4.0
Alberta	5.2	5.0	5.0
British Columbia	3.0	3.3	4.0
Multiprovince	3.6	-	-
Federal Jurisdiction	2.5	2.7	-

Third Quarter 2007

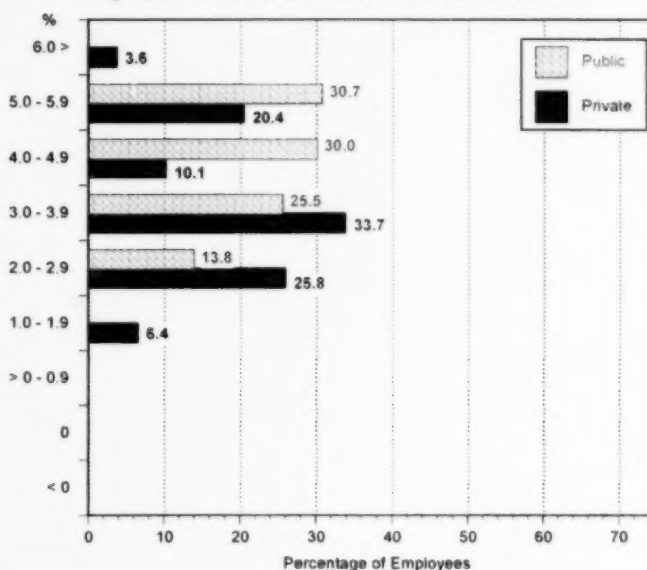
Major collective bargaining settlements in the third quarter 2007 provided base-rate wage adjustments averaging 3.9% annually, up from the 3.0% average recorded in the previous quarter. The results for the third quarter of 2007 are based on a review of 74 settlements reached and cover 156,985 employees.

When the parties to these third quarter settlements previously negotiated, the resulting wage adjustments averaged 2.9%, lower than in their current settlements. Contract duration in the third quarter 2007 averaged 37.4 months, compared to 33.6 months in the previous round of settlements.

Percentage Wage Adjustments in Major Settlements by Quarter



Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, Third Quarter 2007



The larger average this quarter was due mainly to relatively larger wage adjustments in Alberta, averaging 5.1% and to a lesser extent, Saskatchewan averaging 4.0%. The Alberta and Saskatchewan agreements accounted for 44.7% of the employee coverage in the third quarter settlements. Excluding Alberta and Saskatchewan, the remaining settlements in the rest of Canada averaged 3.0%.

Average wage increases in the public sector are higher than those in the private sector. Public-sector wage

adjustments averaged 4.1% for 85,090 employees in 40 agreements; private-sector wage adjustments averaged 3.7% for 71,895 employees in 34 agreements.

On a jurisdiction basis, wage adjustments ranged from a low of 2.6% in the federal jurisdiction, to a high of 5.1% in Alberta. The largest concentration of employees was in Alberta (42.1% of all employees), with 66,075 employees in 18 agreements. The largest concentration of

agreements was in Ontario (36.5% of all agreements) with 27 contracts providing 46,230 employees with wage adjustments averaging 3.1%.

On an industry basis, wage adjustments ranged from a low of 1.9% in wholesale and retail trade sector (a single agreement, Barn Market in Ontario), to a high of 5.7% in primary industries (due mainly to Suncor Energy Inc. in Alberta at 6.3%). The 4.4% figure recorded in manufacturing was relatively high for that sector because of 2 Algoma Steel settlements at 4.8 and 4.5%. There has been increased settlement activity in the construction sector in 2007. Third-quarter wage adjustments in the construction sector averaged 3.9% for 45,895 employees (almost 30% of the total coverage) in 16 agreements. Construction agreements in Alberta averaged increases of 5.7% while Ontario construction agreements averaged 3.0%.

Wage adjustments in the first 9 months of 2007 (January through September) averaged 3.2% for 676,740 employees in 232 agreements; the public-sector average is 3.4% for 292,090 employees in 111 agreements and the private sector average is 3.1% for 384,650 employees in 121 agreements.

Average Annual Percentage Wage Adjustments by Quarter

	2006	2007		
	4th	1st	2nd	3rd
Sectors				
Public Sector	2.9	3.3	3.0	4.1
Private Sector	1.4	2.6	3.0	3.7
All Industries/Jurisdictions				
Average Annual Adjustment	2.2	3.1	3.0	3.9
Non-COLA	2.2	3.1	3.1	3.8
COLA	2.6	2.0	2.6	4.6
First-Year Adjustment	2.3	2.8	4.0	4.0
Non-COLA	2.2	2.9	4.3	3.8
COLA	2.8	1.8	2.5	4.6
Industries				
Primary Industries	3.0	3.2	3.2	5.7
Utilities	3.6	3.1	4.0	4.2
Construction	4.3	2.9	3.2	3.9

	2006	2007		
	4th	1st	2nd	3rd
Manufacturing	2.2	0.7	2.0	4.4
Wholesale and Retail Trade	1.1	1.4	2.0	1.9
Transportation	2.9	3.2	2.6	2.9
Information and Culture	1.2	1.6	3.8	2.0
Finance and Professional Services	2.5	2.0	3.9	2.6
Education, Health and Social Services	2.9	3.1	3.1	4.5
Entertainment and Hospitality	2.8	2.6	-	3.5
Public Administration	2.8	4.0	3.1	3.8
Jurisdictions				
Newfoundland and Labrador	1.9	-	0.5	-
Prince Edward Island	2.1	2.9	2.8	-
Nova Scotia	2.9	1.8	3.7	2.9
New Brunswick	3.5	2.9	2.0	-
Quebec	2.8	2.9	3.2	-
Ontario	1.5	2.9	2.9	3.1
Manitoba	2.6	2.7	3.0	3.1
Saskatchewan	2.0	4.0	4.2	4.0
Alberta	3.8	3.5	4.4	5.1
British Columbia	3.4	2.3	2.9	3.3
Territories	-	-	3.0	-
Multiprovince	4.7	6.6	-	3.6
Federal Jurisdiction	2.2	2.8	2.7	2.6

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.4
Private Sector	2.3	2.4	2.1	3.1
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.2
Non-COLA	1.7	2.3	2.5	3.2
COLA	2.8	2.5	2.5	3.2
First-Year Adjustment	1.1	2.1	2.4	3.8
Non-COLA	0.9	2.1	2.4	3.9
COLA	2.7	2.6	2.6	3.1
Industries				
Primary Industries	2.9	2.3	2.7	4.6
Utilities	3.1	2.6	2.3	3.8
Construction	2.7	2.5	3.6	3.3
Manufacturing	2.4	2.5	2.0	2.1
Wholesale and Retail Trade	1.4	1.9	1.1	2.0
Transportation	0.6	2.9	2.1	2.7
Information and Culture	2.7	2.4	2.5	2.9
Finance and Professional Services	1.6	2.3	2.5	3.3
Education, Health and Social Services	0.8	2.1	2.5	3.4
Entertainment and Hospitality	2.7	1.9	2.9	3.3
Public Administration	2.5	2.4	2.8	3.7
Jurisdictions				
Newfoundland and Labrador	1.0	2.0	1.7	0.5
Prince Edward Island	2.4	2.5	2.7	2.8
Nova Scotia	4.7	3.3	3.1	3.0

	2004	2005	2006	2007
New Brunswick	4.1	3.0	2.9	2.3
Quebec	2.5	1.6	1.8	3.2
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	3.0
Saskatchewan	1.6	2.0	2.1	4.0
Alberta	3.1	3.0	3.4	4.9
British Columbia	-1.6	0.5	2.5	3.0
Territories	3.0	3.0	3.1	3.0
Multiprovince	2.7	4.1	3.8	4.9
Federal Jurisdiction	1.6	2.6	2.3	2.7

Note: Data for 2007 cover the months of January through September.

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1987

Year	Public	Private	All
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2

Year	Public	Private	All
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.4	3.1	3.2

Note: Data for 2007 cover the months of January through September.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for all sectors—public and private, jurisdictions, and industries. The data is available at [other detailed tables](#) (PDF format, 314kb).

Major Settlements Reached in September 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
ATCO Gas Edmonton, Alberta; and Calgary, Alberta Natural Gas Employees' Association (Independent-local) plant and maintenance employees	1,290	4.4	24.0	Dec 31, 2008
1 agreement	1,290	4.4	24.0	
Construction				
Alberta Roadbuilders and Heavy Construction Association province-wide, Alberta International Union of Operating Engineers (AFL-CIO/CLC) operating engineers	500	9.4	24.0	Feb 28, 2009
Construction Labour Relations-Alberta Association province-wide, Alberta Laborers' International Union of North America (CtW) labourers	5,500	5.6	48.0	Apr 30, 2011
Electrical Contractors Association of Alberta province-wide, Alberta International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	6,500	5.6	48.0	Apr 30, 2011
Residential Siding Contractors Association of Greater Metropolitan Toronto Toronto, Ontario United Brotherhood of Carpenters and Joiners of America (CtW/CLC) roofers	750	3.0	36.0	Apr 30, 2010
4 agreements	13,250	5.6	46.4	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
The Barn Markets, division of The Great Atlantic & Pacific Company of Canada province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) retail employees	890	1.9	48.0	Sep 23, 2010
1 agreement	890	1.9	48.0	
Education, Health and Social Services				
Board of Governors of Ryerson Polytechnic University Toronto, Ontario Ontario Public Service Employees Union (CLC) office employees	690	3.0	36.0	Jun 30, 2010
Brock University St. Catharines, Ontario Canadian Union of Public Employees (CLC) teaching assistants	700	4.5	36.0	Jun 30, 2010
Carleton University Ottawa, Ontario Canadian Union of Public Employees (CLC) support employees	700	3.0	36.0	Jun 30, 2010
Dufferin-Peel Catholic District School Board Mississauga and area, Ontario Dufferin Peel Educational Resource Workers' Association (Independent-local) educational services employees	510	2.1	36.0	Sep 30, 2009
Dufferin-Peel Catholic District School Board Mississauga and area, Ontario Ontario English Catholic Teachers' Association (CLC) occasional teachers	880	3.1	24.0	Aug 31, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) health service employees	1,100	4.7	36.0	Aug 31, 2010
Saskatchewan Association of Health Organizations province-wide, Saskatchewan Health Sciences Association of Saskatchewan (Independent-natl.) health and social care professional employees; technical employees	2,700	4.0	24.0	Mar 31, 2009
7 agreements	7,280	3.7	30.1	
Entertainment and Hospitality				
Great Blue Heron Charity Casino Port Perry, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) casino employees; maintenance employees; food service employees	740	4.2	48.0	Aug 31, 2011
Greater Vancouver Hotel Employer's Association Vancouver, British Columbia; and Richmond, British Columbia UNITE HERE Canada (CtW/CLC) service and maintenance employees; hotel employees	1,400	4.0	36.0	Jun 30, 2010
2 agreements	2,140	4.1	40.2	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) administrative and program services employees; educational services employees	4,120	4.7	36.0	Aug 31, 2010
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) administrative and support employees	7,660	4.7	36.0	Aug 31, 2010
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) correctional officers	2,250	4.7	36.0	Aug 31, 2010
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) general tradesmen	630	4.7	36.0	Aug 31, 2010
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) natural resource conservation employees	1,630	4.7	36.0	Aug 31, 2010
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) social workers	2,480	4.7	36.0	Aug 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) technical employees	1,500	4.7	36.0	Aug 31, 2010
7 agreements	20,270	4.7	36.0	
Agreements with COLA - 0 agreements	0	0.0	0.0	
Agreements without COLA - 22 agreements	45,120	4.7	38.2	
All Agreements - 22 agreements	45,120	4.7	38.2	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate,
Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/ CO/B	Mar 06–Sep 07
Canada Revenue Agency	PSAC/PIPSC	43,200	TENT/B	Oct 07/Dec 07
Government of Nunavut	PSAC	2,100	B	Sep 06
Go Transit (Ont.)	ATU	910	B	Jun 07
Private Sector				
Bell Canada (Ont. and Que.)	CEP	7,190	B	Nov 07
Canadian Pacific Railway	Teamsters	4,400	TENT	Dec 06
British Columbia Maritime Employers Association	ILWU CANADA	3,700	CO	Mar 07
MTS Allstream Inc. (Man.)	TEAM	1,050	PMB	Feb 07
Provincial and Territorial Jurisdictions				
Public Sector				
City of Montréal	Various unions	17,800	B	Dec 06
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	CO	Jul 07
Regional Health Authorities of Manitoba	Nurses	11,000	B	Sep 07
Toronto Police Services Board	Toronto Police Association	6,990	B	Dec 07
Government of New Brunswick	CUPE	6,290	B/CO	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Société de transport de Montréal	CUPE/CSN	6,250	B/MED	Jan 07
Capital District Health Authority	NSGEU	4,800	B/CO/TENT	Oct 06
Nova Scotia Association of Health Organizations (representing 10 employers)	Nurses	4,000	B	Oct 06
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
City of Québec	CUPE	1,410	B	Dec 06
London Health Sciences Centre	CAW Canada	1,100	B	Oct 07
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
Private Sector				
Construction Industry in Alberta	Carpenters/Plumbers	10,325	ARB	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	MED	Mar 07
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Toronto Star Newspapers Ltd.	CEP	900	B	Dec 07

* ARB Arbitration
 B Bargaining
 B/WS Bargaining after work stoppage
 CO Conciliation
 MED Mediation
 M/WS Mediation after work stoppage
 PAB Post-arbitration bargaining
 PCB Post-conciliation bargaining
 PMB Post-mediation bargaining
 TENT Tentative settlement
 WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
New Dominion Stores (Ont.)	CAW Canada	8,500	Jul 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	Dec 07
Government of New Brunswick	Nurses	4,390	Dec 07
City of Québec	Various unions	2,610	Dec 06
National Research Council Canada	RCEA/PIPSC	2,600	Jun/Jul 07
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	Jan 08
MTS Allstream Inc. (Man.)	CEP	1,360	Dec 07
Better Beef Limited (Ont.)	UFCW	1,100	Dec 07
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	Dec 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **October 19 to November 1, 2007**.

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
Vancouver Public Library Board Vancouver, British Columbia Canadian Union of Public Employees 800 librarians and office employees	Pay equity, wages, and contract duration	Jul 26/2007	Oct 22/2007
Forest Industry Coastal Region, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union Approximately 7,000 employees	Work scheduling, benefits, and contracting out		
Forest Industrial Relations Limited and other smaller companies (6,000)		Jul 21/2007	Oct 22/2007
International Forest Products Limited (600)		Jul 21/2007	
Island Timberlands (300)		Jul 21/2007	Oct 22/2007
TimberWest Forest Corporation (29)		Jul 21/2007	
University of Manitoba Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) 500 service and maintenance employees	Wages, seniority, and sick leave	Oct 10/2007	Oct 19/2007

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Workplace Innovative Practices—3rd Quarter 2007
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

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Ottawa-Gatineau area at 1-819-997-3117

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